

INTERNET
FORM NLRB-501
(2-08)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER**DO NOT WRITE IN THIS SPACE**

Case

19-CA-169151

Date Filed

2-4-16

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Amazon

b. Tel. No. 206-266-1000

c. Cell No.

f. Fax No.

d. Address (Street, city, state, and ZIP code)

440 Terry Ave N
Seattle, WA 98109

e. Employer Representative

g. e-Mail

h. Number of workers employed

i. Type of Establishment (factory, mine, wholesaler, etc.)

j. Identify principal product or service

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the past six months, the above-named employer has discriminated against (b) (6), (b) (7)(C) by discharging (b) (6), (b) (7)(C) on about (b) (6), (b) (7)(C) 2015, in retaliation for engaging in protected, concerted activity, specifically for raising issues regarding lack of training and lack of managerial support.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Tel. No.

4c. Cell No. (b) (6), (b) (7)(C)

4d. Fax No.

4e. e-Mail

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) an individual

(Print/type name and title or office, if any)

Tel. No.

Office, if any, Cell No.

(b) (6), (b) (7)(C)

Fax No.

e-Mail

Address

(b) (6), (b) (7)(C)

1/27/16
(date)**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 19
915 2nd Ave Ste 2948
Seattle, WA 98174-1006

Agency Website: www.nlrb.gov
Telephone: (206)220-6300
Fax: (206)220-6305

March 2, 2016

NICOLE A. BUFFALANO, ATTORNEY
MORGAN LEWIS & BOCKIUS, LLP
300 SOUTH GRAND AVENUE, 22ND FLOOR
LOS ANGELES, CA 90071-3132

JOSEPH C. RAGAGLIA, ATTORNEY
MORGAN, LEWIS & BOCKIUS LLP
1701 MARKET ST
PHILADELPHIA, PA 19103

Re: Amazon
Case 19-CA-169151

DEAR MS. BUFFALANO, AND MR. RAGAGLIA:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS
Regional Director

cc: AMAZON
440 TERRY AVE N
SEATTLE, WA 98109-5210

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

lu

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
19-CA-173302

Date Filed
4/1/2016

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|--|---|----------------------------|
| a. Name of Employer Security Industry Specialists, Inc., and Amazon, as joint employers | | b. Tel. No. (206) 454-8977 |
| | | c. Cell No. |
| | | f. Fax No. |
| d. Address (Street, city, state, and ZIP code) SIS: 1415 Western Ave., Seattle, WA 98101 Amazon: 440 Terry Ave N., Seattle, WA 98109 | e. Employer Representative | |
| | g. e-Mail | |
| | h. Number of workers employed 100+ | |
| i. Type of Establishment (factory, mine, wholesaler, etc.) security | j. Identify principal product or service security services | |

k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

From about November 1, 2015, to the present, the above-named employers gave the impression of surveillance by having supervisors, managers, and/or guards observe union organizers on site visits.

Within the last six months, the above-named employers unlawfully suspended and then terminated (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity.

Within the last six months, the above-named employers unlawfully suspended (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C), an individual

| | |
|--|-----------------------------------|
| 4a. Address (Street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| | 4c. Cell No. (b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail (b) (6), (b) (7)(C) |

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C), an individual
(Print/type name and title or office, if any)

Address (b) (6), (b) (7)(C)

4/1/16
(date)

| |
|--|
| Tel. No. (b) (6), (b) (7)(C) |
| Office, if any, Cell No. (b) (6), (b) (7)(C) |
| Fax No. |
| e-Mail (b) (6), (b) (7)(C) |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

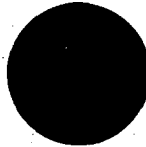
PRIVACY ACT STATEMENT

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RECEIVED
NLRB
REGION 19

2016 APR -1 AM 9:32

SEATTLE, WA





UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 19
915 2nd Ave Ste 2948
Seattle, WA 98174-1006

Agency Website: www.nlr.gov
Telephone: (206)220-6300
Fax: (206)220-6305

April 12, 2016

RYAN P. HAMMOND, ATTORNEY
LITTLER MENDELSON PC
ONE UNION SQUARE
600 UNIVERSITY ST, STE 3200
SEATTLE, WA 98101-3122

AMAZON
440 TERRY AVE N
SEATTLE, WA 98109-5210

Re: Security Industry Specialists, Inc., and
Amazon, as joint employers
Case 19-CA-173302

Dear Mr. HAMMOND:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

RONALD K. HOOKS
Regional Director

cc:

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

SECURITY INDUSTRY
SPECIALISTS, INC.
1415 WESTERN AVE, SUITE 300
SEATTLE, WA 98101

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS:

| DO NOT WRITE IN THIS SPACE | |
|----------------------------|------------|
| Case | Date Filed |
| 19-CA-174905 | 4-21-2016 |

File an original of this charge with NLRB Regional Director in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

| | | |
|---|--|------------------------------|
| a. Name of Employer #1 (See additional employers in attachment) Security Industry Specialists, Inc. and Amazon, as joint employers | | b. Tel. No. (206)454-8977 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code) 1415 Western Ave., Suite 300, Seattle, WA 98101 | e. Employer Representative | f. Fax No. |
| | | g. e-Mail |
| i. Type of Establishment (factory, nursing home, hotel) Security Contractor | j. Principal Product or Service Security Services | |
| 1. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. | | |
| 2. | | |
| Within the last six months, the above-named employers gave the impression of surveillance by having supervisors, manager, and/ or guards observe union organizers on site visits. | | |
| Within the last six months, the above-named employers unlawfully suspended and then terminated (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity. | | |
| Within the last six months, the above-named employers unlawfully suspended (b) (6), (b) (7)(C) in retaliation for engaging in protected concerted activity. | | |

| | |
|---|---|
| 3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C) | |
| 4a. Address (street and number, city, state, and ZIP code) (b) (6), (b) (7)(C) | 4b. Tel. No. (b) (6), (b) (7)(C) |
| | 4c. Cell No. (b) (6), (b) (7)(C) |
| | 4d. Fax No. |
| | 4e. e-Mail (b) (6), (b) (7)(C) |
| 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) | |
| 6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. | |
| By: (b) (6), (b) (7)(C) | Tel. No. (b) (6), (b) (7)(C) |
| (signature) (b) (6), (b) (7)(C) | Office, if any, Cell No. (b) (6), (b) (7)(C) |
| (b) (6), (b) (7)(C) | Fax No. |
| Address: (b) (6), (b) (7)(C) | e-Mail (b) (6), (b) (7)(C) |
| Date: 04/21/16 | |

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)**PRIVACY ACT STATEMENT**

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Additional Employer Information

Employer #2

| | | |
|---|--|------------------------------|
| a. Name of Employer Amazon | | b. Tel. No. (206)266-1000 |
| | | c. Cell No. |
| d. Address (street, city, state ZIP code) 440 Terry Ave N, Seattle, WA 98109-5210 | e. Employer Representative | f. Fax No. |
| i. Type of Establishment (factory, nursing home, hotel) internet retailer | j. Principal Product or Service sales of various goods and services | g. e-Mail |

RECEIVED-HLRB-REGION 10
APR 21 11 A 9 16
SEATTLE, WASHINGTON



UNITED STATES GOVERNMENT
NATIONAL LABOR RELATIONS BOARD

REGION 32
1301 Clay St Ste 300N
Oakland, CA 94612-5224

Agency Website: www.nlrb.gov
Telephone: (510)637-3300
Fax: (510)637-3315

May 24, 2016

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

Re: Security Industry Specialists and Amazon,
Joint Employers
Case 19-CA-174905

Dear (b) (6), (b) (7)(C):

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

A handwritten signature in cursive script that reads "George Velastegui".

GEORGE VELASTEGUI
Regional Director

cc: AMAZON
440 TERRY AVE N
SEATTLE, WA 98109-5210

TOM MAJORSACK
SECURITY INDUSTRY SPECIALISTS,
INC.
1415 WESTERN AVE STE 300
SEATTLE, WA 98101-2098